

Authorization

Sections 620.2000 to 620.2020

Eligible Applicants

- For-profit or nonprofit businesses
- Not eligible:
 - Gambling establishments, food and drinking places, public utilities, educational services, religious organizations, public administration, ethanol distillation or production, biodiesel production, healthcare and social services, or store front consumer-based retail trade establishments not located in a third- or fourth-class county.
 - Businesses that are delinquent in payment of any nonprotested taxes or other payments (state, federal, local).
 - Businesses that have filed for or have publicly announced their intention to file for bankruptcy, unless certain requirements are met.
 - Businesses that are relocating jobs from Johnson, Miami, or Wyandotte counties in Kansas to Jackson, Platte, Clay or Cass Counties in Missouri. However, net new jobs created above a qualified company's base employment may be eligible for benefits.
- Note: Headquarters, administrative, or research and development offices of otherwise excluded businesses may be eligible if the predominant function of such offices is to serve a multistate territory.

Application/Approval Procedure

Prior to the receipt of a DED proposal or approval of a notice of intent (NOI), none of the following can have occurred:

- Significant, project-specific site work at the project facility
- Purchased machinery or equipment related to the project
- A publicly announced intention to make new capital investment at the project facility

A qualified company may request a proposal for estimated benefits or apply directly with an NOI to DED. DED will then confirm the business is eligible; establish the date at which "base employment" is calculated; reserve the estimated tax credits for the project (if any); and establish the two-year deadline date by which the minimum thresholds for the creation of the new jobs, investment, etc. must be met.

Program Benefits

Program benefits include (a) the retention of the state withholding tax of the new jobs and/or (b) state tax credits, which are refundable, transferable and saleable. The program benefits are based on a percentage of the payroll of the new jobs. The program benefits are not provided until the minimum new job threshold is met and the company meets the average wage and health insurance requirements. For definitions of "full-time employee," "new jobs," and "project facility base employment," please see the Missouri Works Program Guidelines.

Eligibility Criteria

Program	Minimum New Jobs	Minimum New Private Capital Investment	Minimum Average Wage	Automatic Benefit
Zone Works ¹	2	\$100,000	80% of County Avg. Wage	WH, 5 or 6 years ³
Rural Works ²	2	\$100,000	90% of County Avg. Wage	WH, 5 or 6 years ³
Statewide Works	10	N/A	90% of County Avg. Wage	WH, 5 or 6 years ³
Mega Works 120	100	N/A	120% of County Avg. Wage	6% of new payroll, 5 or 6 years ³
Mega Works 140	100	N/A	140% of County Avg. Wage	7% of new payroll, 5 or 6 years ³
Qualified Military Projects	10	Real or personal property amount as outlined in the proposal	90% of County Avg. Wage	Tax credits equal to the estimated WH taxes for a term up to 15 years. Must receive a proposal for benefits

"WH" means the retention of the state withholding tax of the new jobs.

1. Project facility must be located in an Enhanced Enterprise Zone
2. Project Facility must be located in a "rural" county, which would NOT include Boone, Buchanan, Cape Girardeau, Cass, Christian, Clay, Cole, Franklin, Greene, Jackson, Jasper, Jefferson, Platte, St. Charles, and St. Louis City and County.
3. Benefit period is 5 years, or 6 years for existing Missouri Companies (those that have been operational in Missouri for at least 10 years).



In addition to the Benefit indicated above, the Statewide Works or Mega Works projects may be considered for discretionary benefits. The criteria for the discretionary benefits include:

- The least amount necessary to obtain the company's commitment;
- The amount of the project's projected net fiscal benefit to the state and the period in which the state would realize such net fiscal benefit;
- The overall size (number of jobs, payroll, new capital investment) and quality (average wages, growth potential of the company, multiplier effect of the industry) of the project;
- The financial stability and creditworthiness of the company;
- The level of economic distress of the project area;
- The competitiveness of alternative locations; and
- The percentage of local incentives committed to the project.

Funding Limits—Program Caps

- \$116 million in tax credits
- Note: Up to 21.5% of tax credit cap may be set aside for the Deal Closing Fund.
- \$10 million in tax credits for infrastructure projects
- \$75 million in withholdings for companies with a base employment of 50 or more.

Attributes of the Tax Credits

The tax credits may be applied to Chapter 143 (state income tax, excluding withholding tax) and Chapter 148 (financial institution tax) liabilities. Tax credits must be claimed within one year of the close of the taxable year for which they were issued. Tax credits can only be applied to tax liability for the year in which they were earned. Any annual unused balance is fully refundable. The credits may also be transferred, sold or assigned.

Reporting Requirements

On an annual basis, the business must submit a report documenting the new jobs created, the total payroll, and that the business meets the health insurance requirements for the new jobs. In the event that a company has not maintained the minimum program requirements, benefits will cease for the remainder of the benefit period and may require repayment. The Tax Credit Accountability Act Reporting Form must also be submitted to the Department of Revenue by June 30 each year the company receives tax credits and for three years following the issuance of the tax credits.

Special Program Requirements

Special conditions apply when Missouri Works is used at the same time as other programs that affect state withholding taxes (e.g. Missouri One Start, State Tax Increment Financing).

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| ■ AGI of \$15-20,000 1.13% | ■ AGI of \$50-55,000 3.16% |
| ■ AGI of \$20-25,000 1.79% | ■ AGI of \$55-60,000 3.22% |
| ■ AGI of \$25-30,000 2.28% | ■ AGI of \$60-65,000 3.28% |
| ■ AGI of \$30-35,000 2.62% | ■ AGI of \$65-70,000 3.33% |
| ■ AGI of \$35-40,000 2.85% | ■ AGI of 70-75,000 3.41% |
| ■ AGI of \$40-45,000 2.98% | ■ AGI of \$75-100,000 3.19% |
| ■ AGI of \$45-50,000 3.06% | ■ AGI of \$100-200,000 2.81% |

County Average Wages (Effective until 6/30/2024)

Average county wages are based on Census of Employment and Wages, MERIC. Updates to be made annually. Use 2,080 hours per year when converting from annual to hourly wages.

County	Average Annual Wage
Adair	\$39,421
Andrew	\$37,974
Atchison	\$40,595
Audrain	\$43,329
Barry	\$44,166
Barton	\$41,187
Bates	\$39,264
Benton	\$34,669
Bollinger	\$37,928
Boone	\$49,306
Buchanan	\$55,399
Butler	\$39,950
Caldwell	\$41,904
Callaway	\$55,891
Camden	\$42,907
Cape Girardeau	\$50,220
Carroll	\$41,631
Carter	\$28,680
Cass	\$44,367
Cedar	\$32,524
Chariton	\$39,906
Christian	\$40,210
Clark	\$33,435
Clay	\$59,547
Clinton	\$44,024
Cole	\$49,709
Cooper	\$40,020

County	Average Annual Wage
Crawford	\$43,786
Dade	\$38,501
Dallas	\$28,667
Daviess	\$34,350
DeKalb	\$42,599
Dent	\$36,175
Douglas	\$33,214
Dunklin	\$31,438
Franklin	\$48,639
Gasconade	\$36,305
Gentry	\$44,125
Greene	\$52,825
Grundy	\$38,684
Harrison	\$37,172
Henry	\$41,518
Hickory	\$31,736
Holt	\$45,272
Howard	\$39,772
Howell	\$40,705
Iron	\$44,747
Jackson	\$60,159
Jasper	\$46,827
Jefferson	\$45,599
Johnson	\$38,861
Knox	\$38,278
Laclede	\$43,248
Lafayette	\$40,539



County	Average Annual Wage	County	Average Annual Wage	County	Average Annual Wage	County	Average Annual Wage
Lawrence	\$43,724	Oregon	\$31,445	Scott	\$45,804	Sullivan	\$49,257
Lewis	\$40,899	Osage	\$46,051	Shannon	\$32,793	Taney	\$38,822
Lincoln	\$47,842	Ozark	\$29,487	Shelby	\$42,608	Texas	\$35,777
Linn	\$40,158	Pemiscot	\$33,478	St Charles	\$55,838	Vernon	\$42,419
Livingston	\$40,948	Perry	\$45,175	St Louis City	\$60,159	Warren	\$46,542
Macon	\$38,416	Pettis	\$43,955	St Louis Co	\$60,159	Washington	\$34,260
Madison	\$35,908	Phelps	\$43,536	St. Clair	\$33,760	Wayne	\$33,998
Maries	\$38,294	Pike	\$40,234	St. Francois	\$38,863	Webster	\$40,866
Marion	\$47,278	Platte	\$59,297	Ste. Genevieve	\$52,315	Worth	\$27,290
McDonald	\$42,977	Polk	\$40,387	Stoddard	\$44,287	Wright	\$38,512
Mercer	\$46,967	Pulaski	\$33,627	Stone	\$36,132	Statewide	\$60,159
Miller	\$38,825	Putnam	\$36,996				
Mississippi	\$37,948	Ralls	\$50,425				
Moniteau	\$45,024	Randolph	\$51,139				
Monroe	\$37,040	Ray	\$42,941				
Montgomery	\$45,303	Reynolds	\$44,225				
Morgan	\$35,476	Ripley	\$25,812				
New Madrid	\$43,994	Saline	\$44,220				
Newton	\$50,239	Schuyler	\$33,191				
Nodaway	\$40,242	Scotland	\$34,843				

Statewide average of \$60,159 applicable to any county over the statewide average when determining eligibility. (Jackson, St. Louis County and City)

The wage represents an average for all private industries.

If a project is moving from one Missouri county to a county with a lower county average wage, the company must obtain endorsement from the governing body of the community where the jobs are located, or the higher county average wage will be used for calculations.

